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VICTIMISATION CLAIMS INCREASING

Does your organisation have policies and procedures in place to reduce exposure to allegations of victimisation and to effectively manage any allegations that are made?

Allegations of victimisation now stand at 13% and 14% in NSW and VIC respectively as a proportion of all claims related to employment. Victimisation occurs where someone is treated unfairly because they have made, or intend to make, a discrimination or harassment complaint or they have helped someone else to do so.

In Victoria in the past year there has been a rise of 10% in allegations of victimisation lodged with the Equal Opportunity Commission. Despite this rise, the Commission says that two-thirds of those who believe they have experienced some form of discrimination do not seek redress because they fear victimisation. As more people become aware of their rights it seems likely that the current growth in allegations of victimisation will accelerate.

40% of all complaints lodged in NSW and 46% in Victoria are still not finalised after six months, according to the annual reports for 2000/01 for the Anti-Discrimination Board of NSW and the Equal Opportunity Commission of Vic. Generally before complaints reach either of these bodies there has been some discussion and negotiation within the employer's organisation.

If your policies and procedures are not implemented effectively then your Executive team can be struggling to resolve complaints for well over six months, with potentially huge impacts on staff morale and business results.

74% of all discrimination complaints in Victoria relate to employment and in NSW 59%.

Discrimination in Employment Leading grounds for complaint 2000/01

Grounds	NSW (%)	VIC (%)
Sex (including sexual harassment)	35	34
Disability	17	18
Victimisation	13	14



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